

District Council of Kimba

Disability Access and Inclusion Plan

2026-2030

Proud
supporter
of regional
communities

YITERRA

Kimba silos

Built in 1964	Height 24.7 metres	12 silos with 23,800 tonne capacity
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Total silo capacity 176,900 tonnes

Reserves and stores grain on behalf
of local growers every business

District Council of

KIMBA

Est. 1924

Acknowledgement of Country

We work on Barngarla Country!
The District Council of Kimba acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and their continuing connection to land, sea, culture and community and pay our respect to Elders past, present and emerging.

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This Disability Access and Inclusion Plan (DAIP) is available on www.kimba.sa.gov.au

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If you require a copy in an alternative format (such as Easy Read or a fully accessible word version)
Please call: 08 8627 2026 or
Email: council@kimba.sa.gov.au

District Council of Kimba Disability Access and Inclusion Plan 2026-2030

MESSAGE FROM THE MAYOR

As Mayor, I am proud to present Council's Disability Access and Inclusion Plan (DAIP), which reflects our commitment to building a community where everyone feels valued, respected and able to participate fully in community life.



Our vision is to create a welcoming and inclusive council area where people of all abilities have equitable access to our services, facilities, information and opportunities. We recognise that accessibility is about much more than physical infrastructure. It is about creating an environment where barriers are identified and removed, where diversity is celebrated, and where every member of our community has the opportunity to contribute and thrive.

This Plan demonstrates Council's commitment to meeting our obligations under the Disability Inclusion Act 2018 (SA) while supporting the goals of the South Australian Disability Inclusion Plan 2025–2029. More importantly, it reflects our belief that inclusion benefits everyone. By designing our services, programs and public spaces to be accessible and welcoming, we create a stronger, more connected and more vibrant community for all.

The actions outlined in this Plan will guide Council over the coming years as we continue to improve accessibility across our organisation. Whether through more inclusive community events, accessible communications, improved public facilities, or meaningful engagement with people with disability, we are committed to continuous improvement and listening to the voices of those with lived experience.

Council cannot achieve these outcomes alone. We value the contributions of community members, local organisations, businesses and service providers who work alongside us to create positive change. Their knowledge, experience and advocacy are essential in helping us build a community where everyone belongs.

On behalf of the Elected Members, I thank everyone who has contributed to the development of this Plan and those who will continue to support its implementation. Together, we can ensure our community remains a place where people of all abilities are welcomed, included and empowered to participate in every aspect of community life.

A handwritten signature in black ink, appearing to read 'Dean Johnson'.

Dean Johnson
Mayor

Council and Community Profile

The District Council of Kimba is located on the northern Eyre Peninsula in South Australia and covers an area of approximately 3,986 square kilometres. According to the 2021 Australian Bureau of Statistics (ABS) Census, the district has a population of 1,064 residents.

As a regional council, the District Council of Kimba provides a broad range of services, infrastructure and community facilities that support residents, businesses and visitors. Council is committed to ensuring these services, programs and public spaces are inclusive, accessible and responsive to the diverse needs of the community.

Council is an Equal Opportunity Employer and is committed to fostering a workplace and community culture where all people are treated fairly, with dignity and respect. This commitment is reflected in Council's Fair Treatment Policy, adopted in June 2026, which promotes equitable access, inclusion and protection of the rights of all people.

Council recognises its obligations under relevant legislation, including the Equal Opportunity Act 1984 (SA) and the Disability Discrimination Act 1992 (Cth), and is committed to ensuring these principles are reflected in its employment practices, service delivery, infrastructure planning and community engagement.

Disability inclusion extends beyond compliance with legislation. Council acknowledges that people living with disability, along with their families, carers and support networks, are valued members of the Kimba community whose participation strengthens the social, economic and cultural life of the district.

According to the 2021 ABS Census, approximately 5% of residents in the District Council of Kimba reported needing assistance with core activities such as self-care, mobility or communication. In addition, many community members provide informal care and support to family members, friends and neighbours living with disability.

These figures reinforce the importance of ensuring Council's services, facilities, information and decision-making processes are accessible and inclusive. Through this Disability Access and Inclusion Plan, Council aims to reduce barriers, improve participation and create opportunities for all people to engage fully in community life, regardless of age, ability or circumstance.



Our Vision

Council shares the vision of the State Disability Inclusion Plan 2025–2029: **'A South Australia where no one is left behind'**. We believe that everyone, regardless of ability, should have the opportunity to participate fully in all aspects of community life. Council recognises that upholding the rights of people living with disability is not only a legislative obligation but also a shared community responsibility that is fundamental to creating a truly inclusive, accessible and equitable society.

An inclusive community is one where everyone has the opportunity to participate, contribute and feel connected. Social inclusion enhances individual wellbeing, strengthens communities and creates opportunities for people to engage in education, employment, recreation, volunteering and community life.

Through the Disability Access and Inclusion Plan 2026–2030, the District Council of Kimba reaffirms its commitment to creating a community where people of all abilities feel welcomed, respected and able to participate fully in everyday life.

This Plan provides a practical framework to guide Council in identifying and addressing barriers to access and inclusion for people living with disability. It aims to ensure Council's services, facilities, programs, information and decision-making processes are inclusive, accessible and responsive to the needs of residents, visitors, businesses, volunteers and employees.

While recognising that some barriers cannot be removed immediately, Council is committed to continuous improvement and working collaboratively with the community to create a more accessible and inclusive Kimba.

To achieve this, Council will:

- Improve access to Council facilities, services, public spaces and information through practical, achievable and sustainable initiatives.
- Foster an inclusive workplace by building awareness and understanding of disability through education, training and professional development for employees and Elected Members.
- Encourage meaningful participation by people living with disability in community activities, consultation and Council decision-making.
- Apply Universal Design principles wherever practical in the planning, design, construction and renewal of Council infrastructure and public spaces.
- Work in partnership with community organisations, service providers and government agencies to improve accessibility and inclusion across the district.
- Align Council's actions with the priorities of the South Australian State Disability Inclusion Plan and relevant legislation, supporting a consistent and coordinated approach to disability access and inclusion.
- Monitor progress and regularly review actions to ensure Council continues to meet the evolving needs of the community and deliver positive outcomes for people living with disability.

Council recognises that creating an inclusive community is an ongoing journey. By embedding accessibility and inclusion into everyday decision-making, planning and service delivery, we can help ensure Kimba remains a welcoming place where everyone has the opportunity to participate, belong and thrive.



Our Workplace/Staff

The District Council of Kimba is committed to fostering a workplace that is inclusive, respectful and free from discrimination. Council values diversity and aims to provide equal employment opportunities, ensuring all employees are treated fairly and have the opportunity to develop and progress based on their skills, experience and abilities.

This commitment is supported through Council's policies, procedures and employment practices, including:

- Human Resources Policy Framework – outlines Council's commitment to equal employment opportunity and maintaining a workplace free from discrimination, harassment and bullying. The framework promotes fair and equitable recruitment, employment practices and service delivery.
- Recruitment and Selection Processes – Council's recruitment information will affirm its commitment to providing equal employment opportunities and selecting the best candidate through fair, transparent and merit-based processes.

Council recognises that creating an inclusive workplace extends beyond compliance with legislation. By promoting equity, accessibility and respect across its workforce and programs, Council seeks to attract and retain a diverse range of people who contribute to the strength and wellbeing of the organisation and the broader community.

Strategic Context

The District Council of Kimba has prepared this Disability Access and Inclusion Plan (DAIP) 2026–2030 in accordance with the requirements of the Disability Inclusion Act 2018 (SA). The Act requires local councils and other state authorities to develop and implement Disability Access and Inclusion Plans that promote the rights, inclusion and participation of people living with disability.

This Plan reflects Council's commitment to creating an accessible and inclusive community by identifying practical actions that reduce barriers and improve opportunities for people living with disability to participate fully in community life.

In preparing this Plan, Council has considered a range of legislative and strategic frameworks, including:

- Disability Inclusion Act 2018 (SA)
- State Disability Inclusion Plan 2025–2029
- Australia's Disability Strategy 2021–2031
- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

As a local government authority, Council recognises the important role it plays in providing accessible infrastructure, inclusive services, effective communication and opportunities for community participation. Through this Plan, Council commits to embedding accessibility and inclusion into its planning, decision-making and service delivery.

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The State Disability Inclusion Plan identifies five key domains where people living with disability continue to experience barriers to participation. These domains provide the framework for this Plan and guide Council's actions over the next four years. By aligning local initiatives with the State Plan, Council will contribute to a coordinated approach that supports greater inclusion, accessibility and equity across South Australia.

The actions contained within this Plan have been developed to address the relevant priority areas and outcomes identified under each of the five domains, while recognising the unique opportunities and challenges of a small regional council.

1

Domain 1: Inclusive environments and communities

Outcome Statement: A South Australia where all people with disability can participate as equal citizens and feel connected to their communities.

2

Domain 2: Education and employment

Outcome Statement: A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

3

Domain 3: Personal and community support

Outcome Statement: A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs.

4

Domain 4: Health and wellbeing

Outcome Statement: A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives.

5

Domain 5: Safety, rights and justice

Outcome Statement: A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law.



Consultation

The development of the State Disability Inclusion Plan was informed through extensive consultation with people living with disability, their families and carers, advocacy organisations, service providers and the wider community. The insights gathered through this engagement helped shape the State Plan's five domains, priority areas and measures, which provide the framework for this Disability Access and Inclusion Plan.

In preparing this Plan, the District Council of Kimba considered the priorities and outcomes identified in the State Disability Inclusion Plan alongside local needs and opportunities. Council also undertook community consultation on the draft Disability Access and Inclusion Plan, providing residents, stakeholders and interested organisations with the opportunity to review the document and provide feedback.

Feedback received during the consultation period was carefully considered and, where appropriate, incorporated into the final Plan. This collaborative approach helps ensure the Plan reflects both the priorities of the South Australian Government and the aspirations of the Kimba community.

Relationship to other policies, strategies, frameworks



Council's DAIP directly links to the Council's Strategic Directions Plan 2025-2034, aligning with the following goals:

Strategic Priority 1 – Sustainable Development

To adopt practices that meet the community's current needs while ensuring that the natural environment and resources are preserved for future generations. This includes implementing eco-friendly infrastructure, maintaining existing Council and Community assets in a responsible manner, promoting sustainable agriculture, and encouraging the conservation of natural assets.

- 1.7 – connectivity

Strategic Priority 2 – Community and Economic Growth and Innovation

To stimulate Kimba's economy through innovative approaches and diversify the economic base by attracting and supporting new and existing businesses, promoting tourism, and encouraging emerging industries while providing, maintaining, and promoting sustainable community services.

- 2.2. Health and Wellbeing
- 2.3. Tourism and Cultural Development
- 2.4 Housing and Urban Development

Strategic Priority 3 - Progressive & Responsive Leadership

To foster a forward-thinking and inclusive approach to governance, emphasising the importance of transparency, community engagement, and adaptability in decision-making processes. To proactively identify and address community needs, stay informed about current trends, and be open to innovative solutions. To build strong relationships with stakeholders, encourage public participation, and foster community ownership in district initiatives.

- 3.1. Community Engagement and Empowerment

Cont.

Annual Business Plan Consideration of projects and programs to support disability access and inclusion will be undertaken as part of the development of Council's Annual Business Plans throughout the life of our DAIP.

Annual Business Plan

Projects, initiatives and actions that support disability access and inclusion will be considered as part of the development of The District Council of Kimba's Annual Business Plan and Budget each year throughout the life of this Disability Access and Inclusion Plan (DAIP). This approach will assist Council to progressively implement the Plan in line with available resources, priorities and community needs.

Human Resources and Corporate Framework

The District Council of Kimba is committed to fostering an inclusive, respectful and equitable workplace. Council's Human Resources policies and practices support equal employment opportunity, diversity, workplace inclusion and reasonable adjustments for employees and prospective employees living with disability.

The successful implementation of this Disability Access and Inclusion Plan (DAIP) will be supported through Council's Human Resources Framework, including relevant employment policies, recruitment and induction practices, learning and development opportunities, and workplace health and safety procedures.

This DAIP also complements and aligns with other Council strategies, plans and policies, including:

- Annual Business Plan and Budget
- Strategic Management Plan
- Long-Term Financial Plan
- Asset Management Plans
- Relevant regional public health planning initiatives and other Council policies that promote accessibility, inclusion and community wellbeing.

By integrating disability access and inclusion considerations across these corporate frameworks, Council will ensure accessibility becomes a core part of planning, decision-making and service delivery.



Achievements

The District Council of Kimba has made significant progress in improving accessibility and inclusion across the community through the implementation of its previous Disability Access and Inclusion Plan. These achievements demonstrate Council's ongoing commitment to creating an environment where people of all abilities can access facilities, services and opportunities to participate in community life.

Key achievements include:

Accessible Communication

Council installed communication boards at both community playgrounds, providing an alternative and inclusive way for children, families and carers to communicate. These boards support people with communication difficulties, encourage inclusive play and help create welcoming community spaces for everyone.

Improved Accessible Community Facilities

Council has invested in accessible public amenities through the construction and upgrade of toilet, shower and change room facilities at the Kimba Recreation Reserve, Pony Club and The Gums Recreation Reserve. These facilities have been designed to improve accessibility and ensure community members and visitors of all abilities can comfortably participate in recreational and community activities.

Accessible and Affordable Housing

Through the Kimba Pioneer Memorial Village (KPMV) Units project, Council supported the delivery of four new two-bedroom units designed using Universal Design principles. The units incorporate accessible features that promote independent living while providing affordable housing options for residents with varying mobility and accessibility needs.

Accessible Footpath Network

Council has continued to expand and improve its footpath network, prioritising connections that are well used by the community. These upgrades improve safety, mobility and accessibility for pedestrians, including people using wheelchairs, mobility scooters, walking aids and prams, while encouraging greater community participation.

Upgrades to Existing Community Housing

Accessibility improvements have also been made within the existing KPMV accommodation, including replacing traditional tapware with easy-lift lever taps. These practical upgrades make facilities easier to use for people with limited strength or dexterity and support residents to maintain their independence.

Inclusive Play Opportunities

Council delivered an all-abilities playground at Lions/Apex Park, creating a space where children of all ages and abilities can play together. The playground incorporates accessible play elements and inclusive design principles, providing opportunities for social interaction, physical activity and community connection for families across the district.

These initiatives reflect Council's commitment to embedding accessibility and inclusion into its planning, infrastructure and service delivery. While considerable progress has been made, Council recognises that improving accessibility is an ongoing journey and remains committed to identifying opportunities that remove barriers and create a more inclusive community for everyone.



DAIP Actions Table

Domain 1: Inclusive environments and communities

Outcome Statement: A South Australia where all people with disability can participate as equal citizens and feel connected to their communities

Objective: To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

Priority Areas for Domain 1

- | | |
|--|---|
| 1. Active participation | 5. Communications and information |
| 2. Inclusive communities and attitudes | 6. Transportation |
| 3. Universal Designs | 7. Collaboration, consultation and innovation |
| 4. Accessible facilities | 8. Housing |

Priority Area 1: Active participation

Outcome: People with disability are active participants in accessible and inclusive communities.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1	Ensure all council events for 50 or more people implement best practice event management principles.	1.1.2	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit.	Ongoing	Event Committee, Administration
2	Develop a simple Accessibility Checklist for all council-run community events (example: seating, accessible parking, toilets, pathways, communication needs) and use it when planning events expected to attract 50+ people.				
3	Implement an ongoing review of the accessibility of Council-managed and contracted events, informed by attendee feedback		Ongoing evaluation of council managed or contracted events accessibility through attendee feedback.	Ongoing	Event Committee, Administration

Priority Area 2: Inclusive Communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
4	Incorporate disability awareness and inclusive customer service into staff induction, deliver disability awareness training to Council staff, Elected Members, and committee members biennially, and maintain a register of training participation.	1.2.1	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: ·The number of staff and volunteers participating in disability awareness training, including Universal Design. The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: ·The number of workplace initiatives promoting disability inclusion.	Ongoing	Senior Management
5	Assess community grant funding applications annually to encourage and evaluate the incorporation of disability access and inclusion measures.				
6	Undertake an assessment of Closing the Gap targets when implementing DAIP initiatives to ensure alignment where applicable. Seek feedback from, and collaborate with, stakeholder groups such as Our Town Kimba to support culturally safe and inclusive engagement.	1.2.3	The number of actions embedded in our DAIP working towards Closing the Gap targets.	Ongoing	Senior Management

Priority Area 3: Universal Design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
7	Consider Universal Design principles when undertaking modifications to Council-owned buildings, properties, and facilities. Record and report on accessibility improvements to public-facing Council buildings, including the type of modification undertaken (e.g. signage installation, door widening).	1.3.2	The number of public-facing council buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors.	Ongoing	Works Department
8	Conduct accessibility audits of Council-owned facilities to identify existing barriers and inform future priorities within Council's Capital Works Program.			Ongoing	Senior Management
9	Consider Universal Design principles in the planning and delivery of future Council building and facility developments. Record and report on new Council developments, including how Universal Design principles have been incorporated.		The number of new council developments that incorporate Universal Design.	Ongoing	Works Department

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
10	Consider the Inclusive SA Play Guidelines and Universal Design principles when developing new or reviewing existing playgrounds.	1.3.3	The number of parks, reserves, beaches and playgrounds (within these areas) that are built or modified to improve accessibility. The number of new council developments that incorporate Universal Design.	Ongoing	Works Department
11	Maintain vegetation along footpaths to ensure adequate clearance and safe access for pedestrians, including people using wheelchairs and other mobility aids.				
12	Consider Universal Design principles in the development and implementation of relevant Council strategies, plans, and associated actions, including the Town Master Plan.				

Priortiy Area 4: Accessible Facilities

Outcome: People with disability can access public toilet facilities that meet their needs when out in the community.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
13	Record and report on the number of Council-owned public toilets that meet relevant accessibility standards or are designated as a Changing Places facility.	1.4.1	The number of public council owned toilet facilities across the council area that meet accessibility standards and/or a designated Changing Places facility.	Ongoing	Senior Management, Works Department
14	Ensure new Council-owned public toilets incorporate Universal Design principles and meet relevant accessibility standards.				

Priority Area 5: Communications and Information**Outcome: People with disability can find the information they need in the format(s) they need it in.**

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
15	Review Council documents to identify gaps relating to diversity, inclusion, and accessibility.	1.5.1	The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.	Ongoing	Senior Management
16	Investigate the development of Easy Read versions of key Council plans, policies and strategies.				
17	Collaborate with community stakeholders, including Our Town Kimba, to implement communication boards across Council facilities and public spaces, and advocate for their adoption by local businesses to support inclusive communication.				

Priority Area 6: Transportation**Outcome: People with disability can get to where they need to go safely.**

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
18	Continue to advocate for improved accessible and connected transport services with State and Australian Government agencies.	1.6.1	Total number of initiatives undertaken to promote and enhance access and safety for people with disability while using public transport.	Ongoing	Senior Management

Priority Area 7: Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
19	Maintain ongoing relationships with disability stakeholder groups to better understand barriers to participation and support more accessible and inclusive Council consultation processes.	1.7.1	The number of public consultations that included and sought input from people with disability.	Ongoing	Senior Management
20	Establish and maintain a register of people with lived experience of disability who are interested in contributing to Council's decision-making, consultation, and accessibility initiatives.	1.7.2	The number of people with disability, including parents and carers, serving on committees and working groups. Note: Committees are formal groups set up by councils to provide strategic advice or make decisions on disability inclusion. Working groups are task-focused teams that address specific issues or actions supporting disability inclusion.	Ongoing	Senior Management
21	Consider accessibility requirements when upgrading audio-visual (AV) equipment in Council facilities and meeting rooms to support the participation of people living with disability.				

Domain 2: Education and employment

Outcome Statement: A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security

Objective: To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority Areas for Domain 2

1. Targeted knowledge, understanding and support
2. Supports and resources for children and young people
3. Targeted transitional supports
4. Access to employment opportunities
5. Inclusive working environments
6. Data and reporting

Priority Area 3: Targeted Transitional Supports

Outcome: People with disability have supportive environments to learn, grown, and transition throughout their life.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
22	Continue to identify opportunities to improve and encourage participation of people with disability in Council programs and committees.	2.3.5	The number of initiatives taken to encourage people with disability to volunteer.	Ongoing	Senior Management

Priority Area 4: Access to employment opportunities

Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
23	Undertake regular reviews of Council employment processes to identify opportunities to improve accessibility, inclusion, and participation for people with disability.	2.4.3	The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.	Ongoing	Senior Management

Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
24	Consider reasonable modifications to staff facilities to support accessibility and inclusion for employees with disability.	2.5.1	The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.	Ongoing	Senior Management
25	Ensure human resource policies and procedures support an inclusive workplace culture by removing barriers and promoting equal opportunities for people with disability to achieve growth and success.				
26	Ensure recruitment advertisements communicate Council's commitment to Equal Opportunity and the provision of reasonable adjustments for applicants.				

Domain 3: Personal and community support

Outcome Statement: A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs

Objective: To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability

Priority Areas for Domain 3

- | | |
|--------------------------|-----------------------------|
| 1. Accessibility | 4. Family and carer support |
| 2. Advocacy and supports | 5. programs |
| 3. Information sharing | |

Priority Area 1: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
27	Continue to develop partnerships and initiatives with service providers and community organisations to promote services, support, and opportunities for people with disability.	3.1.1	The number of council initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.	Ongoing	Senior Management
28	Continue to improve awareness and access to community supports and services by promoting available resources through Council communication channels.				

Priority Area 3: Information sharing

Outcome: People with disability receive more coordinated and effective support when services work together and share information.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
29	Build and maintain connections through LGAIN, COP meetings, and partnerships with external disability service providers to support continuous improvement in disability access and inclusion.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and our DAIP.	Ongoing	Senior Management

Priority Area 5: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
30	Review the Community Grants Program criteria to ensure accessibility and inclusion are considered, with projects that improve accessibility or inclusion recognised as desirable assessment outcomes.	3.3.1	The number of council grants and funding amount distributed to enhance disability inclusion.	Annual	Senior Management
31	Modify the Community Grants Program acquittal process to assess the implementation and effectiveness of accessibility and inclusion measures undertaken through funded projects.				

Domain 4: Health and Wellbeing

Outcome Statement: A South Australia where all people with disability can attain the highest possible health and wellbeing outcomes throughout their lives

Objective: To have a well-connected health and mental health sector that is easy to access, navigate and interact with for all people with disability.

Priority Areas for Domain 4

1. Inclusive Infrastructure
2. Targeted knowledge, understanding and support
3. Supports and interventions

Priority Area 1: Inclusive Infrastructure

Outcome: People with disability have full access to, and inclusion within health infrastructure.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
32	Maintain an accessible and inclusive Council-owned medical centre ensuring facilities, services and information are accessible and inclusive for people with disability.		Annual accessibility audit completed, with identified improvement actions implemented.	Annual	Senior Management

Domain 5: Safety, rights and justice

Outcome Statement: A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law

Objective: To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Priority Areas for Domain 4

1. Targeted knowledge, understanding and support
2. Responding to emergencies
3. Support and navigating the justice system
4. Consultation and collaboration
5. Safeguarding

Priority Area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
33	Review accessibility considerations into Council's emergency management planning and develop or update accessible emergency information and communication resources for the community as required.	5.2.1	The number of emergency response resources and systems developed for people with disability, including the Person-Centred Emergency Preparedness (P-CEP) approach.	Ongoing	Emergency Management Team
34	Work collaboratively with emergency response lead agencies to promote the development of accessible and inclusive resources and systems that consider the needs of people with disability.			Ongoing	Senior Management

DAIP Implementation

The successful implementation of this Disability Access and Inclusion Plan is a shared responsibility across the District Council of Kimba. While all employees and Elected Members have a role to play in fostering an inclusive and accessible community, responsibility for delivering individual actions will rest with the relevant teams.

To support implementation, Council will develop and maintain an internal Action Plan that identifies responsibilities, timeframes and progress against each action contained within this Plan. The Action Plan will be reviewed regularly to ensure priorities remain achievable and actions continue to meet the needs of the community.

Progress will be monitored through regular internal reviews, with Disability Access and Inclusion Plan actions incorporated into Council's Governance Checklist to ensure ongoing oversight, accountability and reporting. This approach will assist Council to monitor implementation, identify emerging priorities and ensure actions are considered as part of Council's broader governance framework.

Council will report annually on the implementation of the Plan to the South Australian Department of Human Services, in accordance with the requirements of the Disability Inclusion Act 2018 (SA). Regular reporting will also provide opportunities to celebrate achievements, identify areas for improvement and ensure continuous progress towards a more accessible and inclusive community.

Disability access and inclusion will continue to be embedded into Council's everyday business by incorporating inclusive principles into strategic planning, infrastructure projects, policy development, service delivery and community engagement activities. Employees will be supported through appropriate training, resources and awareness initiatives to strengthen inclusive practices across the organisation.

Council recognises the importance of engaging with people with lived experience. Ongoing consultation with people living with disability, their families, carers, community organisations and service providers will help inform the delivery and future review of this Plan, ensuring it remains relevant and responsive to community needs.

To promote awareness and transparency, the Disability Access and Inclusion Plan will be made available through Council's website and other communication channels, including media releases, social media and community newsletters. Printed and accessible versions of the Plan will be provided upon request, ensuring the community can access information in a format that best meets their needs.

Acknowledgement

The District Council of Kimba acknowledges the work undertaken through previous Disability Access and Inclusion Plans and the valuable contributions of those who helped shape and implement them. This Plan builds on that foundation and reflects Council's ongoing commitment to creating a more accessible and inclusive community.

Council thanks everyone who contributed to the development of this Plan, including people living with disability, their families, carers, advocates, community organisations and staff. We also acknowledge the broader consultation undertaken as part of the South Australian State Disability Inclusion Plan, which has helped inform local priorities and actions.

Through continued collaboration with our community and partners, Council remains committed to removing barriers, improving accessibility and ensuring everyone has the opportunity to participate fully in community life.

Glossary and Definitions

Advocacy

Support that helps people with disability speak up, understand their rights, and make decisions. This includes independent advocacy (support from someone not connected to a service) and microboards (a small group that supports one person to take control of their life).

Best practice

A method or technique that has been generally accepted as superior to any alternatives because it produces results that are better than those achieved by other means, or because it has become a standard way of doing things.

Built environment

Man-made structures, features and facilities viewed collectively as an environment in which people live and work.

Civil law

A branch of law that deals with disputes between individuals, groups, or organisations. It covers areas such as contracts, property, family matters and personal injury.

COP

A Community of Practice, a group of professionals that regularly meet to learn from each other, share ideas and improve understanding and knowledge.

Closing the Gap

A government strategy and a national agreement focused on improving life outcomes for Aboriginal peoples.

Disability Access and Inclusion Plan

A Disability Access and Inclusion Plan (DAIP) is a plan developed by state government agencies and local councils to improve access and inclusion for people with disability. Each DAIP is tailored to the specific context of the organisation and their community, outlining practical actions to remove barriers, promote participation and support the goals of the State Plan.

Department of Human Services

The Department of Human Services (DHS) is the South Australian Government agency responsible for delivering strategies, programs and services that improve the wellbeing, safety and inclusion of South Australians, particularly those who are vulnerable or disadvantaged.

Disability Inclusion Act 2018 (SA) (The Act)

A South Australian law that guides efforts to improve access and inclusion for people with disability. It requires the development of the State Disability Inclusion Plan (State Plan) and local Disability Access and Inclusion Plans and promotes choice, control, and the removal of barriers.

Diversity

Any dimension that can be used to differentiate groups and people from one another. It empowers people by respecting and appreciating what makes them different.

Domains

The key priority areas of the DAIP, shaped by emerging themes identified during state-wide consultation of the State Plan. Domains guide the focus of actions to improve access and inclusion for people with disability.

Inclusion

The intentional, ongoing effort to ensure that all people can fully participate in all aspects of life.

Initiatives

Activities or efforts aimed at creating change, improving outcomes, or meeting specific needs. This can include actions, responses, systems and services designed to support individuals or communities.

Intersectionality

How different aspects of a person's identity, such as their gender, race, class, sexuality and disability can interact to create experiences of discrimination and marginalisation. Intersectionality helps us to understand how these experiences can overlap and intersect, and how they can be challenged and addressed.

Justice system

The laws, services and processes that address legal issues and disputes. This includes the criminal justice system (for people accused of breaking the law), the civil justice system (for resolving problems like housing, family or discrimination), and the youth justice system, which responds to children and young people who come into contact with the law.

LGBTIQ+

An inclusive term for people whose sexual orientation, gender identity or sex characteristics differ from the majority. It stands for lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual and other diverse identities. The + acknowledges that there are many other ways people may describe their identity and experiences.

LGAIN

Local Government Access and Inclusion Network, a professional group coordinated via the Local Government Association of South Australia to support disability access and inclusion planning.

Lived experience

The personal knowledge and understanding a person gains through direct, first-hand experience of disability.

Local councils

A system of government in South Australia under which elected local government bodies (councils) are constituted under the Local Government Act 1999 (SA).

Measures

A way to track progress and understand if things are improving over time. Measures use numbers and data and are supported by stories or feedback (qualitative data) in reporting.

Priority areas

Specific areas of focus within each domain that were identified as most important by people with disability during consultation.

Priority groups

The Act highlights seven priority groups of people that may experience overlapping disadvantage. Their needs will be considered and embedded across all State Plan measures and within DAIPs. The seven priority groups are: Aboriginal peoples with disability, culturally and linguistically diverse (CALD) people with disability, women with disability, children with disability, LGBTIQ+ people with disability, people with significant intellectual disability or who have high levels of vulnerability due to disability and people with disability who live in regional communities.

State authority

As defined in the Disability Inclusion Act 2018 (SA) to include a government department, an agency or instrumentality of the Crown, a local Council constituted under the Local Government Act 1999 (SA) or any other person or body declared by regulations to be included.

United Nations Convention on the Rights of Persons with Disabilities

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) is a human rights treaty that aims to change attitudes and approaches to people with disability. It reaffirms that all people with disability must enjoy human rights and fundamental freedoms.

Universal Design

Universal Design is defined by the Australian Human Rights Commission as designing environments so they can be accessed, understood and used by everyone regardless of age, size, ability or disability—and encompassing the creation of facilities, products, services and environments usable by all people without adaptations.

